

## Message Text

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ACTION IO-14

INFO OCT-01 ISO-00 AF-10 ARA-10 EA-10 EUR-12 NEA-10  
ABF-01 OMB-01 TRSE-00 /069 W  
-----059184 080338Z /21  
R 072324Z JUL 78  
FM USMISSION USUN NEW YORK  
TO SECSTATE WASHDC 2470

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E.O.11652: N/A  
TAGS: AORG, EFIN  
SUBJECT: UN ADMINISTRATION: UN GENERAL SERVICE SALARIES

1. SUMMARY. UN STAFF UNION ANNUAL GENERAL MEETING JUNE 28 IN THE GENERAL ASSEMBLY HALL DISRUPTED THE SPECIAL SESSION ON DISARMAMENT AND CAUSED SOME INCONVENIENCE IN BASIC SERVICES DUE TO RISING FERVOR OVER GENERAL SERVICE SALARY ADJUSTMENT. END SUMMARY

2. THE ANNUAL GENERAL MEETING OF THE UN STAFF UNION GOT OFF TO A ROCKY START IN THE GENERAL ASSEMBLY HALL THE AFTERNOON OF JUNE 28, ESCALATING INTO AN UNRULY FORUM WHICH PREVENTED THE OPENING OF THE PLENARY OF THE SPECIAL SESSION ON DISARMAMENT AT 5 P.M. THE CONTROVERSIAL ISSUE WAS GENERAL SERVICE SALARY ADJUSTMENT.

3. THE SPECIFIC POINTS AT ISSUE WERE:

(A) WHETHER THE ADJUSTMENTS SHOULD BE BASED ON THE MOVEMENT OF THE SALARY INDEX OR ON THAT OF THE CONSUMER PRICE INDEX (CPI) FOR NEW YORK; AND  
(B) WHAT SHOULD BE THE MAXIMUM INTERVAL BETWEEN SALARY ADJUSTMENTS.

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4. THESE MATTERS HAD BEEN CONSIDERED BY THE JOINT ADVISORY COMMITTEE'S (JAC) WORKING GROUP ON GENERAL SERVICE SALARIES AT HEADQUARTERS. THE JAC, PENDING COMPLETION OF THE COMPREHENSIVE REVIEW OF GENERAL SERVICE SALARIES AT HEADQUARTERS TO BE UNDERTAKEN IN 1979 BY THE INTERNATIONAL CIVIL SERVICE COMMISSION (ICSC), MADE RECOMMENDATIONS WHICH ENABLED THE SYG TO ADDRESS THE STAFF

COMMITTEE CHAIRMAN IN A LETTER OF JUNE 28 AS FOLLOWS:

..."HENCEFORTH, PENDING A FURTHER REVIEW OF THIS QUESTION BY THE ICSC, ADJUSTMENTS WILL BE BASED ON FIVE PERCENT MOVEMENTS OF THE CONSUMER PRICE INDEX OR EVERY TWELVE MONTHS, WHICHEVER IS SOONER.

"AT THE SAME TIME, IN ORDER TO TAKE INTO ACCOUNT THE PARTICULAR CONSIDERATIONS YOU BROUGHT TO MY

ATTENTION, I HAVE DECIDED TO GRANT A GROSS SALARY ADJUSTMENT, RETROACTIVE TO 1 MMAY 1978, OF 3.1 PERCENT WHICH CONFORMS TO THE MOVEMENT OF THE COST OF LIVING IN NEW YORK SINCE THE LAST ADJUSTMENT, AS MEASURED USING THE PROCEDURES RECOMMENDED IN THE JAC REPORT."

5. THE STAAF UNION CONTINUED THEIR GENERAL MEETING ON JUNE 29 AND PASSED THE FOLLOWING RESOLUTIONS:

(A) "THE GENERAL MEETING OF THE STAFF UNION,

- DECIDES TO REINFORCE THE NEGOTIATING EFFORTS
- OF THE STAFF COMMITTEE THAT GENERAL SALARIES
- SHOULD BE ADJUSTED AUTOMATICALLY EVERY NINE
- MONTHS OR WHENEVER THE CPI OR OUTSIDE SALARIES
- REACHES THE 5 PER CENT LEVEL, WHICHEVER COMES
- FIRST."

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(B) "THE GENERAL MEETING OF THE STAFF UNION,

- CLAIMS THE RIGHT OF RATIFICATION OF THE
- SECRETARY-GENERAL'S WAGE PROPOSALS, AND
- IS PREPARED TO RATIFY THE SECRETARY-GENERAL'S
- CURRENT PROPOSAL ON CONDITION THAT THE PERIOD
- FOR WHICH THE CPI IS CALCULATED IS JULY 1977 -
- APRIL 1978 THEREBY MAKING IT A 3.4 PER CENT
- INCREASE CALCULATED ON THE GROSS ADDED TO THE
- NET (OR THE EQUIVALENT ON THE GROSS) WHICH
- WOULD TAKE EFFECT RETROACTIVELY AS OF 1 MAY 1978."

(C) "THE GENERAL MEETING OF THE STAFF UNION,

- DECIDES THAT THE 26TH STAFF COUNCIL ELECT A
- STANDING COMMITTEE, REPRESENTING ALL CATEGORIES
- OF STAFF, TO CO-ORDINATE AND PREPARE THE POSITIONS
- OF THE STAFF CONCERNING THE ANTICIPATED WORK OF
- THE INTERNATIONAL CIVIL SERVICE COMMISSION (ICSC)
- ON SALARIES AND RELATED MATTERS DEALING WITH
- ACCESS TO BENEFITS BY THE STAFF, AND
- DECIDES FURTHER THAT THIS STANDING COMMITTEE
- REPORT TO AN EXTRAORDINARY MEETING OF THE STAFF
- AT LARGE BY NOT LATER THAN THE END OF OCTOBER

- 1978."

6. REPRESENTATIVES OF THE STAFF UNION MET WITH THE SECRETARY-GENERAL ON JUNE 30 TO DISCUSS THEIR DIFFERENCES: NAMELY THAT THEY COULD NOT ACCEPT HIS 12-MONTH CYCLE PROPOSAL AND REQUESTED THAT A LATER COST OF LIVING INDEX BE TAKEN INTO ACCOUNT. (MAY 1978 SHOWED A BIG JUMP IN CPI). THE SECRETARY-GENERAL ASKED THE JAC TO CONSIDER THE NEW DATA. HE ALSO ASKED THAT THE ICSC AT ITS CURRENT JULY 3-21 SESSION IN PARIS GIVE AN OPINION ON THE 12-MONTH VS. 9-MONTH CYCLE AS A BASIS FOR SALARY INCREASES. ICSC CHAIRMAN QUIJANO TOLD THE SYG HE WOULD REPORT HIS REQUEST TO THE COMMISSION. FROM SEVERAL STAFF SOURCES IT WAS DISCLOSED TO MISOFF PRIVATELY THAT MR. QUIJANO LIMITED OFFICIAL USE

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APPEARED QUITE RELUCTANT TO BRING A NEW ITEM TO THE ICSC AT THE ELEVENTH HOUR WITHOUT BOTH DOCUMENTATION AND

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THE PRIOR CONSULTATION WITH THE STAFF WHICH THE ICSC STATUTE CALLS FOR. UN PERSONNEL ALSO VOLUNTEERED THE PERSONAL VIEW THAT THE LATTER MOVE WAS PROPOSED BY THE SYG TO SHOW STAFF HE WAS TRYING TO EXPEDITE A SOLUTION ALTHOUGH IT WAS UNDERSTOOD A REQUEST FOR ICSC FOCUS AT THIS TIME IS PREMATURE.

7. AT THE RESUMED STAFF UNION MEETING ON JULY 5, THE

STAFF REPRESENTING LESS THAN A QUORUM, IN A STATE DESCRIBED AS TOTAL CONFUSION, WERE DEBATING THE MERITS OF SEEKING: (A) 3.1 PERCENT - 9-MONTH CYCLE, MAY 1977; (B) 3.4 PER CENT - 9-MONTH CYCLE, JUNE 1977; (C) 4.4 PER CENT - 10-MONTH CYCLE, JULY 1977. AS OF JULY 5, THE UN VIEWED (B) EMERGING AS THE STAFF'S CHOICE.

8. DURING THE PROTRACTED PERIOD OF THE STAFF UNION'S ANNUAL SESSION TO DATE THERE HAS BEEN SOME DISRUPTION OF BASIC SERVICES LARGELY DUE TO THE FACT THAT THE GREATEST PERCENTAGE OF ATTENDEES ARE FROM THE SECRETARIAL FORCE AND THE UNIFORMED SERVICES, I.E. MESSENGERS, MANUAL WORKERS, SECURITY GUARDS, ETC. OTHER CONSIDERATIONS HEIGHTENING STAFF UNION ACTIVITY ON THESE ISSUES ARE THE FACT THAT ELECTIONS TO STAFF COMMITTEE POSITIONS NORMALLY COMPLETED BY THIS TIME ARE STILL IN PROCESS AND EACH CONTENDER IS STRIVING TO APPEAR THE GREATER CHAMPION OF LIMITED OFFICIAL USE

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THE STAFF; ALSO, THE AD HOC GROUP ON EQUAL RIGHTS FOR WOMEN IS RUNNING MORE CANDIDATES.

9. USUN WILL REPORT ADDITIONAL DEVELOPMENTS AND THE FINAL OUTCOME OF THE PRESENT STAFF UNION SESSION. COPY OF THE FULL JAC REPORT OF APRIL 13, 1978 AND OF THE SECRETARY-GENERAL'S LETTER OF JUNE 28, 1978 - BOTH OBTAINED ON A PRIVILEGED BASIS-HAVE BEEN POUCHED TO IO/IBC/BA-(F. MCCORMICK). THE AGENDA FOR THE STAFF UNION'S ANNUAL GENERAL MEETING HAD BEEN POUCHED IO/IBC/BA (SOUTHWORTH) ON JUNE 23.  
LFONARD

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